

**National
Education
Association**

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DATA SEARCH

Salaries Scheduled for Higher Education Faculty 1988-89

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FOREWORD

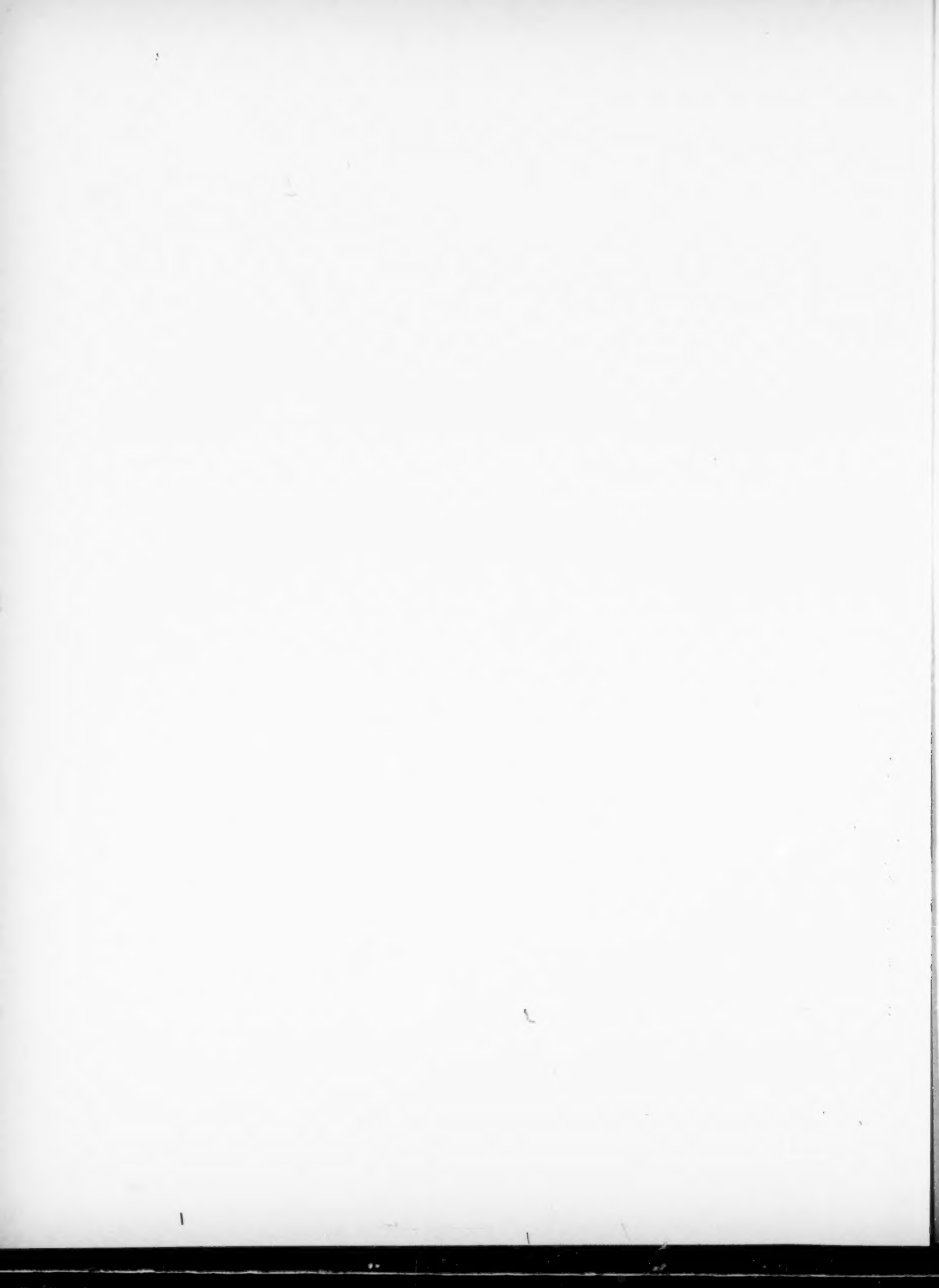
This report presents results of the annual College and University Faculty Salary Policies Survey, which is sent to the 1,560 public institutions of higher education in the 50 states and the District of Columbia. The results of this survey provide information on faculty salary *schedules*. Although the scheduled salaries are not an indicator of the average levels of faculty salaries *actually paid*, the statistics do provide a review of the status of institutional salary policies.

Information on minimum and maximum scheduled salaries for each rank and/or preparation level is included in this report. The ability to compare scheduled salaries at one institution with a group of similar institutions may be useful to NEA affiliates in negotiating salary policies, to legislatures as they consider appropriations for institutions of higher education, and to the higher education community in long-range planning.

NEA Research extends appreciation to those institutions who provided the data for this report through their survey responses.

Questions should be directed to Suzanne Edgar of the Research Division of the National Education Association at (202) 822-7436.

January 1990

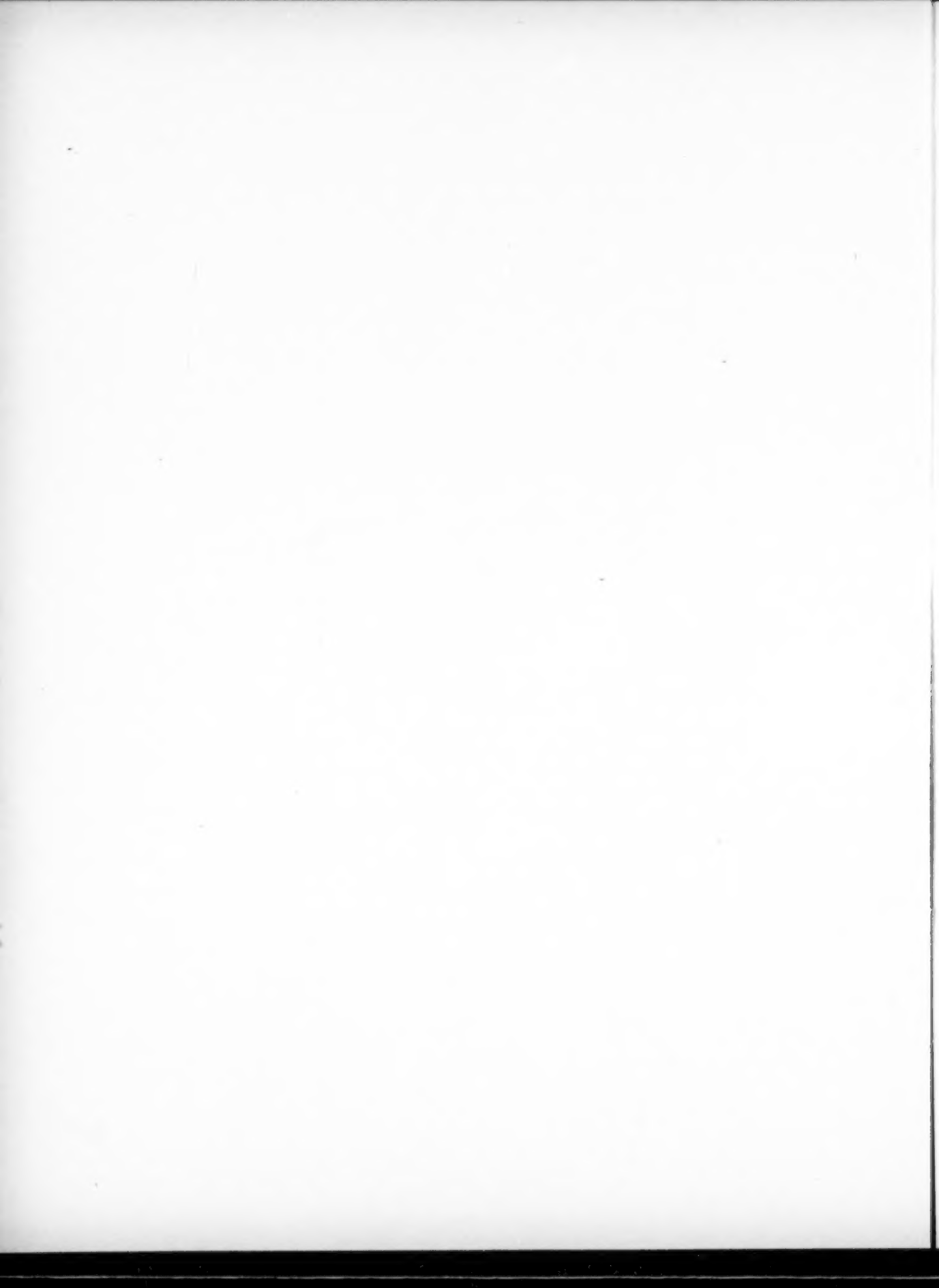


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HIGHLIGHTS

The highlights below and the tables that follow are based on salary schedules from 870 public institutions of higher education; 647 of these are two-year institutions, and 223 are four-year institutions.

For two-year public institutions

- o Slightly more than two-thirds (69%) base their salary schedules on academic preparation.
- o Nearly one-third (31%) base their salary schedules on faculty rank.
- o *Mean minimum* salaries range from \$19,808 for a bachelor's degree and \$20,629 for an instructor to \$26,051 for a doctor's degree and \$31,273 for a professor.
- o *Mean maximum* salaries range from \$29,945 for a bachelor's degree and \$30,702 for an instructor to \$40,860 for a doctor's degree and \$47,108 for a professor.

For four-year public institutions

- o Slightly more than 99 percent base their salary schedules on faculty rank. (The two four-year institutions reporting salary schedules based on academic preparation are omitted from the tables.)
- o *Mean minimum* salaries range from \$20,540 for instructors to \$36,020 for professors.
- o *Mean maximum* salaries range from \$30,127 for instructors to \$58,077 for professors.

TECHNICAL NOTES

This survey was sent to the 1,560 public institutions of higher education in the 50 states and the District of Columbia that are listed in the *Education Directory, Colleges and Universities*. Exactly 1,338 institutions responded to the survey, for a 85.8 percent response rate. More detailed information about the response rate is shown below.

Population Size and Response Rate

Population size

Two-year institutions, total number.....	1,003
Four-year institutions, total number.....	557
Total number of questionnaires mailed	1,560

Returned questionnaires

Returns from two-year institutions	842
Returns from four-year institutions	496
Total number of questionnaires returned	1,338

Response rate

Response rate from two-year institutions	83.9%
Response rate from four-year institutions	89.0%
Total response rate	85.8%

As noted above, 1,338 institutions returned questionnaires. Data for 870 institutions *are included* in this report. These 870 institutions include the following:

- o Data for 782 institutions that reported either complete salary schedules or minimum *and* maximum scheduled salaries.
- o Data for 88 institutions that reported either minimum *or* maximum scheduled salaries.

Of the 1,338 questionnaires returned, data for 468 institutions *are excluded* from this report for the following reasons:

- o Data from 20 institutions that base salary schedules on criteria other than rank or preparation have been excluded.
- o Data from 12 institutions classified as U.S. service academies or medical schools are eliminated since their salary schedules are not comparable to those of other public higher education institutions.
- o Data from 2 four-year institutions that reported salary schedules based on academic preparation are not included.
- o Data are not included from 434 institutions that reported neither a salary schedule nor minimum/maximum scheduled salary ranges.

The unit of analysis is the institution or each campus of institutions having more than one campus listed in the *Education Directory*. Therefore, the statistics about scheduled salaries are not weighted by numbers of faculty involved. Summary statistics are provided for institutions grouped by their type and enrollment in order to allow users an opportunity to assess salary conditions in similar institutions.

Full-time faculty salary schedules to be paid in 1988-89 are summarized in this report. The scheduled minimum and maximum salaries for full-time faculty having a given rank or academic preparation level are reviewed, and the salary schedule highs, lows, and medians are summarized.

DEFINITIONS

Salary schedule, as defined in the survey questionnaire, is "an officially adopted policy that designates minimum and maximum salaries for each rank, and that may also designate the number and amounts of salary increments for faculty members at each rank."

Minimum scheduled salary - The beginning salary or the salary of the first entry in a salary lane for faculty having a given level of academic preparation or faculty rank.

Maximum scheduled salary - The salary listed for the final regular increment in a given faculty rank, or preparation level, or the top salary the institution reports it will pay to regular faculty in a given rank or preparation level who do not qualify for special merit, longevity, extended service, and/or distinguished status.

The following are the defined categories of classification provided by the Center of Education Statistics along with the description of the institutions within them:

Four-year institutions:

- o **Doctorate-Granting Institutions** - Institutions that grant a minimum of 30 doctoral-level degrees in three or more doctoral-level program areas or an interdisciplinary program at the doctorate level.

- o **Comprehensive Institutions** - Institutions that have a diverse post-baccalaureate program but the number of doctoral-level degrees grantees is fewer than 30, or in fewer than three doctoral level programs. Also, these institutions grant a minimum of 30 post-baccalaureate degrees either in three or more post-baccalaureate programs, or an interdisciplinary program at the post-baccalaureate level.

- o **General Baccalaureate Institutions** - Institutions that have a primary emphasis upon undergraduate baccalaureate education. These institutions either grant baccalaureate degrees in three or more baccalaureate programs or offer a baccalaureate program in interdisciplinary studies. Also, more than 75 percent of the degrees awarded are at the baccalaureate level or above.

o Professional and Specialized Institutions - Baccalaureate or post-baccalaureate institutions that have a programmatic emphasis in one area, usually a professional field. They grant over 60 percent of their degrees in one field or grant degrees in fewer than five baccalaureate programs. Subclassifications of their grouping include the following: Divinity, medical, other health, engineering, business and management, art-music-design, law, education, U.S. service schools, and other specialized or professional schools.

Two-year institutions:

o Institutions that confer at least 75 percent of their degrees and awards for work below the baccalaureate level.

TABLE 1.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND PREPARATION LEVEL
1988-89

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 9- AND 10-MONTH TERMS			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	32	\$17,749	\$17,609	\$14,000	\$23,424
ENROLLMENT 1,000-1,999	77	18,586	18,778	14,112	28,600
ENROLLMENT 2,000 AND OVER .	222	20,529	20,814	13,000	27,808
TOTAL	331	19,808	19,748	13,000	28,600
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	28	19,624	19,232	16,000	25,808
ENROLLMENT 1,000-1,999	72	20,247	20,254	15,089	27,193
ENROLLMENT 2,000 AND OVER .	258	22,517	22,776	14,000	32,559
TOTAL	358	21,834	22,000	14,000	32,559
SIX YEARS					
ENROLLMENT UNDER 1,000	19	21,355	22,193	16,920	25,400
ENROLLMENT 1,000-1,999	54	21,713	22,511	16,042	25,768
ENROLLMENT 2,000 AND OVER .	188	23,800	24,237	15,687	31,316
TOTAL	261	23,190	23,227	15,687	31,316
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	22	23,235	22,522	17,775	28,071
ENROLLMENT 1,000-1,999	62	23,833	23,616	17,040	29,530
ENROLLMENT 2,000 AND OVER .	225	26,937	26,782	16,762	37,904
TOTAL	309	26,051	26,355	16,762	37,904
MAXIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	26	25,292	24,746	17,000	41,772
ENROLLMENT 1,000-1,999	64	27,634	26,694	21,200	34,440
ENROLLMENT 2,000 AND OVER .	201	31,283	31,490	18,350	43,540
TOTAL	291	29,945	30,743	17,000	43,540
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	27	29,558	28,598	22,000	49,187
ENROLLMENT 1,000-1,999	68	30,956	30,285	18,449	42,040
ENROLLMENT 2,000 AND OVER .	246	35,436	35,763	22,137	49,214
TOTAL	341	34,077	33,957	18,449	49,214
SIX YEARS					
ENROLLMENT UNDER 1,000	19	31,255	30,637	24,196	39,723
ENROLLMENT 1,000-1,999	52	33,179	32,309	22,460	45,523
ENROLLMENT 2,000 AND OVER .	180	37,543	36,937	25,306	51,282
TOTAL	251	36,163	35,259	22,460	51,282
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	25	36,204	36,222	24,000	47,061
ENROLLMENT 1,000-1,999	67	37,238	36,222	27,568	52,328
ENROLLMENT 2,000 AND OVER .	221	42,485	42,000	26,500	56,922
TOTAL	313	40,860	40,668	24,000	56,922

TABLE 2.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
12-MONTH TERM
BY ENROLLMENT AND PREPARATION LEVEL
1988-89

LEVEL OF PREPARATION AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 12-MONTH TERM			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	7	\$20,085	\$19,688	\$15,000	\$26,196
ENROLLMENT 1,000-1,999	8	21,066	21,048	15,536	26,196
ENROLLMENT 2,000 AND OVER .	37	22,167	21,955	13,315	28,392
TOTAL	52	21,718	21,955	13,315	28,392
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	6	23,284	21,382	19,150	30,132
ENROLLMENT 1,000-1,999	8	23,216	22,715	17,400	30,132
ENROLLMENT 2,000 AND OVER .	38	25,806	27,769	14,290	31,056
TOTAL	52	25,116	25,216	14,290	31,056
SIX YEARS					
ENROLLMENT UNDER 1,000	5	24,176	22,500	20,656	34,044
ENROLLMENT 1,000-1,999	6	25,463	22,985	18,022	34,044
ENROLLMENT 2,000 AND OVER .	30	30,688	34,940	15,385	35,919
TOTAL	41	29,129	30,526	15,385	35,919
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	5	25,800	23,500	21,368	37,788
ENROLLMENT 1,000-1,999	8	27,046	25,612	18,642	37,788
ENROLLMENT 2,000 AND OVER .	35	33,828	32,332	15,386	42,902
TOTAL	48	31,861	29,418	16,386	42,902
MAXIMUM SALARIES					
BACHELOR'S DEGREE					
ENROLLMENT UNDER 1,000	6	27,199	29,070	18,000	35,484
ENROLLMENT 1,000-1,999	7	33,412	33,000	28,808	42,000
ENROLLMENT 2,000 AND OVER .	35	32,664	29,484	24,668	48,600
TOTAL	48	32,090	29,992	18,000	48,600
MASTER'S DEGREE					
ENROLLMENT UNDER 1,000	5	32,641	32,800	23,933	40,812
ENROLLMENT 1,000-1,999	7	36,889	38,400	29,861	43,750
ENROLLMENT 2,000 AND OVER .	36	37,705	35,341	26,791	51,870
TOTAL	48	37,059	35,341	23,933	51,870
SIX YEARS					
ENROLLMENT UNDER 1,000	4	34,388	33,318	24,787	46,128
ENROLLMENT 1,000-1,999	5	40,963	45,500	30,861	46,128
ENROLLMENT 2,000 AND OVER .	30	42,641	41,904	33,792	55,147
TOTAL	39	41,579	41,904	24,787	55,147
DOCTOR'S DEGREE					
ENROLLMENT UNDER 1,000	4	36,915	35,413	25,642	51,192
ENROLLMENT 1,000-1,999	7	42,062	40,200	31,861	51,192
ENROLLMENT 2,000 AND OVER .	33	47,267	48,887	29,555	58,425
TOTAL	44	45,498	48,887	25,642	58,425

TABLE 3.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1988-89

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 9- AND 10-MONTH TERMS			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	16	\$18,402	\$18,794	\$12,200	\$23,743
ENROLLMENT 1,000-1,999	23	19,882	19,284	15,000	26,725
ENROLLMENT 2,000 AND OVER .	102	21,146	21,591	13,483	26,725
TOTAL	141	20,629	20,010	12,200	26,725
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	12	20,706	20,612	16,100	24,830
ENROLLMENT 1,000-1,999	22	22,574	22,376	17,000	28,863
ENROLLMENT 2,000 AND OVER .	98	24,070	24,830	14,882	32,040
TOTAL	132	23,515	23,934	14,882	32,040
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	12	23,388	22,386	20,416	28,068
ENROLLMENT 1,000-1,999	21	25,592	26,388	19,000	32,604
ENROLLMENT 2,000 AND OVER .	98	27,858	28,068	16,918	36,499
TOTAL	131	27,085	27,540	16,918	36,499
PROFESSOR					
ENROLLMENT UNDER 1,000	13	27,021	25,409	24,240	31,307
ENROLLMENT 1,000-1,999	21	28,646	29,676	20,340	37,465
ENROLLMENT 2,000 AND OVER .	97	32,412	31,307	18,953	44,279
TOTAL	131	31,273	31,307	18,953	44,279
MAXIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	15	27,006	28,063	18,841	39,562
ENROLLMENT 1,000-1,999	22	28,991	29,931	22,386	35,766
ENROLLMENT 2,000 AND OVER .	96	31,671	31,042	18,841	50,321
TOTAL	133	30,702	30,277	18,841	50,321
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	11	29,410	26,130	23,076	48,510
ENROLLMENT 1,000-1,999	21	32,782	34,546	24,336	36,800
ENROLLMENT 2,000 AND OVER .	94	36,811	34,948	21,878	54,901
TOTAL	126	35,493	34,704	21,878	54,901
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	11	33,537	30,827	25,290	58,433
ENROLLMENT 1,000-1,999	20	36,857	38,864	26,481	42,697
ENROLLMENT 2,000 AND OVER .	94	42,432	41,436	25,186	60,249
TOTAL	125	40,757	39,191	25,186	60,249
PROFESSOR					
ENROLLMENT UNDER 1,000	12	41,537	37,546	28,840	77,727
ENROLLMENT 1,000-1,999	20	40,408	43,182	30,000	48,419
ENROLLMENT 2,000 AND OVER .	91	49,315	46,636	26,585	77,727
TOTAL	123	47,108	43,932	26,585	77,727

TABLE 4.
PUBLIC TWO-YEAR INSTITUTIONS
SCHEDULED MINIMUM AND MAXIMUM SALARIES
12-MONTH TERM
BY ENROLLMENT AND FACULTY RANK
1988-89

FACULTY RANK AND ENROLLMENT	NUMBER OF INSTITUTIONS	SCHEDULED SALARIES FOR 12-MONTH TERM			
		MEAN	MEDIAN	LOW	HIGH
1	2	3	4	5	6
MINIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	17	\$24,707	\$25,059	\$21,792	\$26,700
ENROLLMENT 1,000-1,999	1	25,059	25,059	25,059	25,059
ENROLLMENT 2,000 AND OVER .	18	22,186	21,623	16,800	32,412
TOTAL	36	23,457	25,059	16,800	32,412
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	15	27,286	27,727	24,420	27,727
ENROLLMENT 1,000-1,999	1	27,727	27,727	27,727	27,727
ENROLLMENT 2,000 AND OVER .	16	24,724	23,926	19,425	35,910
TOTAL	32	26,019	27,727	19,425	35,910
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	15	29,818	30,394	26,076	30,394
ENROLLMENT 1,000-1,999	1	30,394	30,394	30,394	30,394
ENROLLMENT 2,000 AND OVER .	16	28,384	28,006	23,700	40,835
TOTAL	32	29,119	30,394	23,700	40,835
PROFESSOR					
ENROLLMENT UNDER 1,000	13	36,733	36,733	36,733	36,733
ENROLLMENT 1,000-1,999	1	36,733	36,733	36,733	36,733
ENROLLMENT 2,000 AND OVER .	14	33,826	31,624	27,900	48,501
TOTAL	28	35,280	36,733	27,900	48,501
MAXIMUM SALARIES					
INSTRUCTOR					
ENROLLMENT UNDER 1,000	16	35,464	34,759	31,992	41,784
ENROLLMENT 1,000-1,999	1	34,759	34,759	34,759	34,759
ENROLLMENT 2,000 AND OVER .	16	34,244	34,280	22,405	44,773
TOTAL	33	34,851	34,759	22,405	44,773
ASSISTANT PROFESSOR					
ENROLLMENT UNDER 1,000	15	38,389	37,427	37,427	44,640
ENROLLMENT 1,000-1,999	1	37,427	37,427	37,427	37,427
ENROLLMENT 2,000 AND OVER .	14	38,082	37,073	26,508	49,057
TOTAL	30	38,213	37,427	26,508	49,057
ASSOCIATE PROFESSOR					
ENROLLMENT UNDER 1,000	15	41,099	40,094	40,094	47,628
ENROLLMENT 1,000-1,999	1	40,094	40,094	40,094	40,094
ENROLLMENT 2,000 AND OVER .	14	42,941	40,880	30,827	54,827
TOTAL	30	41,925	40,094	30,827	54,827
PROFESSOR					
ENROLLMENT UNDER 1,000	13	47,403	47,403	47,403	47,403
ENROLLMENT 1,000-1,999	1	47,403	47,403	47,403	47,403
ENROLLMENT 2,000 AND OVER .	12	49,305	47,403	35,255	67,285
TOTAL	26	48,281	47,403	35,255	67,285

TABLE 5.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MINIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1988-89

RANK AND ITEM 1	E N R O L L M E N T			TOTAL 5
	LESS THAN 5,000 2	5,000 TO 9,999 3	10,000 OR MORE 4	
INSTRUCTOR				
NUMBER OF INSTITUTIONS	45	47	56	148
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	\$18,616	\$20,514	\$22,108	\$20,540
MEDIAN	19,284	19,909	23,115	19,909
LOW	14,719	15,631	14,719	14,719
HIGH	25,246	26,600	26,600	26,600
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	50	56	60	166
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	22,186	24,132	25,638	24,090
MEDIAN	22,996	24,100	26,683	24,200
LOW	18,042	19,900	18,517	18,042
HIGH	27,588	31,500	31,500	31,500
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	50	56	60	166
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	26,765	29,168	31,499	29,287
MEDIAN	26,809	29,416	32,135	29,416
LOW	20,416	21,790	23,815	20,416
HIGH	35,671	37,200	37,976	37,976
PROFESSOR				
NUMBER OF INSTITUTIONS	50	56	60	166
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	32,379	36,141	38,940	36,020
MEDIAN	31,081	35,728	40,275	35,755
LOW	24,310	28,375	26,203	24,310
HIGH	46,000	44,800	47,470	47,470

TABLE 6.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY ENROLLMENT AND FACULTY RANK
1988-89

RANK AND ITEM 1	E N R O L L M E N T			TOTAL 5
	LESS THAN 5,000 2	5,000 TO 9,999 3	10,000 OR MORE 4	
INSTRUCTOR				
NUMBER OF INSTITUTIONS	45	45	50	140
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	\$28,045	\$30,940	\$31,269	\$30,127
MEDIAN	28,413	30,445	30,276	30,252
LOW	18,841	19,629	18,841	18,841
HIGH	37,366	42,732	40,000	42,732
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	50	56	60	166
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	35,655	38,191	39,058	37,741
MEDIAN	34,435	37,014	38,136	37,848
LOW	24,848	23,944	26,819	23,944
HIGH	48,510	52,800	50,000	52,800
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	50	56	60	166
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	43,964	46,667	48,073	46,361
MEDIAN	41,525	44,995	48,204	45,658
LOW	30,098	28,374	34,632	28,374
HIGH	58,433	62,300	60,000	62,300
PROFESSOR				
NUMBER OF INSTITUTIONS	47	47	54	148
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	53,816	59,544	60,509	58,077
MEDIAN	52,968	54,072	54,688	53,426
LOW	33,771	46,200	40,250	33,771
HIGH	79,560	81,600	81,600	81,600

TABLE 7.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MINIMUM SALARIES
9- AND 10-MONTH TERMS
BY FACULTY RANK AND TYPE OF INSTITUTION
1988-89

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	20	93	32	3
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	\$21,710	\$21,023	\$18,624	\$18,182
MEDIAN	21,543	19,909	19,284	14,719
LOW	15,888	14,719	14,719	14,719
HIGH	26,600	25,248	25,108	25,108
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	23	105	33	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	25,834	24,405	22,175	22,082
MEDIAN	25,000	24,200	22,996	20,826
LOW	19,466	18,517	18,042	18,517
HIGH	31,500	30,855	27,374	27,374
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	23	105	33	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	31,090	29,811	26,548	28,071
MEDIAN	30,800	29,416	26,720	26,451
LOW	24,100	21,790	20,416	23,815
HIGH	37,200	37,976	35,671	35,671
PROFESSOR				
NUMBER OF INSTITUTIONS	23	105	33	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	37,983	36,877	32,373	33,047
MEDIAN	38,371	35,755	31,562	29,484
LOW	28,285	26,203	24,310	26,203
HIGH	44,800	47,470	46,000	44,279

TABLE 8.
PUBLIC FOUR-YEAR AND HIGHER-DEGREE-GRANTING INSTITUTIONS
SCHEDULED MAXIMUM SALARIES
9- AND 10-MONTH TERMS
BY FACULTY RANK AND TYPE OF INSTITUTION
1988-89

RANK AND ITEM	DOCTORATE GRANTING	COMPREHENSIVE	GENERAL BACCALAUREATE	PROFESSIONAL AND SPECIALIZED
1	2	3	4	5
INSTRUCTOR				
NUMBER OF INSTITUTIONS	12	93	32	3
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	\$31,215	\$30,954	\$27,795	\$25,016
MEDIAN	32,384	30,252	28,524	18,841
LOW	21,615	18,841	18,841	18,841
HIGH	37,366	42,732	37,366	37,366
ASSISTANT PROFESSOR				
NUMBER OF INSTITUTIONS	23	105	33	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	39,880	38,061	35,227	37,767
MEDIAN	39,300	38,136	34,704	44,628
LOW	28,194	23,944	24,848	26,819
HIGH	48,510	52,800	48,510	45,575
ASSOCIATE PROFESSOR				
NUMBER OF INSTITUTIONS	23	105	33	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	49,208	46,540	43,592	47,789
MEDIAN	49,300	45,658	43,932	51,972
LOW	36,000	28,374	30,098	39,024
HIGH	58,433	62,300	58,433	54,689
PROFESSOR				
NUMBER OF INSTITUTIONS	19	92	32	5
SCHEDULED SALARIES(9- AND 10-MONTH)				
MEAN	71,288	57,155	52,673	59,444
MEDIAN	77,727	52,968	53,202	65,302
LOW	46,200	34,130	33,771	42,937
HIGH	81,600	81,100	77,727	79,560



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